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## **Highlights of the Youngstown-Warren, OH National Compensation Survey April 2000**

Workers in the Youngstown-Warren metropolitan area averaged \$15.91 per hour during April 2000, according to a new wage study released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$18.11 per hour and accounted for 36 percent of the workers in the area. Blue-collar employees, representing 45 percent of the workforce, averaged \$16.41 per hour, while the remaining 19 percent worked in service occupations and earned \$9.58 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more workers in private industry and State and local government. The survey excludes those in agricultural establishments, private households, the self-employed, and the Federal Government. This NCS studied 113 firms representing 115,300 workers within the Youngstown-Warren metropolitan area, which includes Columbiana, Mahoning and Trumbull Counties in Ohio. Eighty-one percent of the employees represented worked in private industry.

In the Youngstown-Warren metropolitan area, average hourly wages were published for over 45 detailed occupations. Among white-collar workers, registered nurses earned \$20.98 per hour, secretaries averaged \$11.56, and cashiers received \$7.54. Within the blue-collar occupational group, electricians earned \$23.68 per hour, bus drivers averaged \$10.10, and hand packers and packagers were paid \$9.07. Service occupations included janitors and cleaners at \$9.34 per hour and cooks at \$8.79.

The NCS also provides broad coverage of selected occupational characteristics. For example, full-time employees in the Youngstown-Warren area averaged \$16.78 per hour and part timers earned \$8.31. Union workers in blue-collar jobs averaged \$18.41 per hour, while their non-union counterparts made \$11.52. Private industry workers in establishments employing 50-99 workers averaged \$11.69 per hour and those in establishments with 500 or more employees earned \$20.24. (See tables 2 and 3.)

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

### **Survey Availability**

Complete survey results are contained in the Youngstown-Warren, OH National Compensation Survey April 2000 (Bulletin 3105-19). While supplies last, single copies of the bulletin are available from the Chicago Information Office by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://stats.bls.gov/comhome.htm>. Survey tables are also available from the Bureau's automated fax-on-demand service in Chicago at 312-353-1880, menu option 1. Using document numbers in the table below, up to four documents at a time may be ordered and faxed to you within minutes, 24 hours a day.

BLS Fax-on-Demand - Chicago (312) 353-1880, option 1		
Document no.	National Compensation Survey Youngstown-Warren, OH, April 2000	Pages
9940	Text of this news release and summary Table 1-1	3
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For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at 312-353-1880 from 8:00 a.m. and 3:00 p.m. CT.

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Table 1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Youngstown-Warren, OH, April 2000

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$15.91	2.2	\$15.21	2.7	\$19.36	3.6
All excluding sales .....	16.23	2.1	15.55	2.5	19.39	3.6
<b>White collar</b> .....	18.11	3.8	16.26	5.2	22.44	4.5
White collar excluding sales .....	19.52	3.4	17.93	4.8	22.53	4.6
<b>Professional specialty and technical</b> .....	23.20	3.4	20.19	5.0	28.18	3.9
Professional specialty .....	24.97	3.3	21.63	5.0	28.52	3.9
Engineers, architects, and surveyors .....	29.08	5.3	29.08	5.3	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	20.43	3.6	19.96	3.4	—	—
Registered nurses .....	20.98	3.6	20.46	3.4	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	27.58	4.3	18.14	20.3	29.46	2.1
Elementary school teachers .....	28.79	3.8	—	—	30.22	2.5
Secondary school teachers .....	29.45	3.2	—	—	30.80	2.4
Teachers, n.e.c. ....	28.07	2.2	—	—	—	—
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	17.69	8.7	17.77	9.0	—	—
Licensed practical nurses .....	13.81	2.2	13.81	2.2	—	—
<b>Executive, administrative, and managerial</b> .....	26.46	7.6	26.86	10.2	25.43	7.0
Executives, administrators, and managers .....	28.39	6.4	30.70	9.1	25.03	7.4
Managers and administrators, n.e.c. ....	32.02	10.1	32.11	10.9	—	—
Management related .....	23.00	16.0	22.60	16.6	—	—
<b>Sales</b> .....	9.92	13.1	9.75	13.6	—	—
Cashiers .....	7.54	5.8	6.86	4.7	—	—
<b>Administrative support, including clerical</b> .....	11.41	3.7	10.79	4.6	12.65	5.4
Secretaries .....	11.56	6.6	9.21	7.8	12.62	6.7
Records clerks, n.e.c. ....	9.65	3.2	9.65	3.2	—	—
Bookkeepers, accounting and auditing clerks .....	11.83	6.9	11.11	6.7	—	—
Traffic, shipping and receiving clerks .....	10.65	14.8	10.65	14.8	—	—
General office clerks .....	12.18	6.5	11.40	10.8	12.94	6.4
Teachers' aides .....	9.17	12.9	—	—	—	—
Administrative support, n.e.c. ....	10.00	7.6	10.00	7.6	—	—
<b>Blue collar</b> .....	16.41	2.6	16.48	2.7	14.81	3.2
<b>Precision production, craft, and repair</b> .....	19.25	3.7	19.45	3.9	15.56	2.3
Industrial machinery repairers .....	19.98	9.2	19.98	9.2	—	—
Mechanics and repairers, n.e.c. ....	17.83	4.4	18.09	4.9	—	—
Electricians .....	23.68	3.7	23.68	3.7	—	—
Supervisors, production .....	21.63	9.7	21.63	9.7	—	—
Machinists .....	16.59	3.3	16.59	3.3	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	17.28	3.2	17.28	3.2	—	—
Punching and stamping press operators .....	16.93	9.1	16.93	9.1	—	—
Fabricating machine operators, n.e.c. ....	16.68	17.4	16.68	17.4	—	—
Furnace, kiln, and oven operators, except food ...	15.76	6.8	15.76	6.8	—	—
Miscellaneous machine operators, n.e.c. ....	16.26	10.0	16.26	10.0	—	—
Welders and cutters .....	15.61	8.6	15.61	8.6	—	—
Production inspectors, checkers and examiners ..	14.30	9.5	14.30	9.5	—	—
<b>Transportation and material moving</b> .....	16.05	4.0	16.15	4.6	15.42	5.5
Bus drivers .....	10.10	9.8	—	—	—	—
Industrial truck and tractor equipment operators ..	18.92	8.8	18.92	8.8	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	11.05	8.6	10.92	9.2	13.15	5.7
Production helpers .....	10.28	6.0	10.28	6.0	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Youngstown-Warren, OH, April 2000 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Handlers, equipment cleaners, helpers, and laborers</b>						
—Continued						
Stock handlers and baggers .....	\$10.70	27.0	\$10.70	27.0	—	—
Machine feeders and offbearers .....	10.34	10.3	10.34	10.3	—	—
Hand packers and packagers .....	9.07	12.6	9.07	12.6	—	—
Laborers, except construction, n.e.c. ....	10.88	13.4	10.78	14.0	—	—
<b>Service</b> .....	9.58	5.4	7.84	5.4	\$14.20	5.2
Protective service .....	15.30	6.2	—	—	15.66	5.2
Police and detectives, public service .....	17.37	3.5	—	—	17.37	3.5
Food service .....	6.43	10.1	6.16	11.3	9.84	13.4
Waiters, waitresses, and bartenders .....	2.67	12.5	2.67	12.5	—	—
Waiters and waitresses .....	2.53	13.0	2.53	13.0	—	—
Other food service .....	7.84	7.8	7.62	8.9	9.84	13.4
Cooks .....	8.79	9.7	8.23	11.0	—	—
Food preparation, n.e.c. ....	6.52	4.2	6.33	3.9	—	—
Health service .....	8.89	5.5	8.70	5.8	—	—
Nursing aides, orderlies and attendants .....	8.47	5.6	8.47	5.6	—	—
Cleaning and building service .....	9.33	8.3	8.42	10.2	11.87	4.5
Janitors and cleaners .....	9.34	8.7	8.52	11.7	11.53	3.9
Personal service .....	9.55	13.6	8.04	9.7	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

**Table 2. Selected worker characteristics: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Youngstown-Warren, OH, April 2000**

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$16.78	\$8.31	\$18.24	\$13.38	\$15.84	\$16.85
All excluding sales .....	17.05	8.53	18.28	13.77	16.21	16.51
<b>White collar</b> .....	18.91	11.15	21.59	16.64	18.06	19.83
White-collar excluding sales .....	20.06	13.40	21.92	18.31	19.55	—
Professional specialty and technical .....	23.99	16.08	26.58	20.32	23.20	—
Professional specialty .....	25.30	19.64	27.92	21.66	24.97	—
Technical .....	19.00	13.20	17.59	17.73	17.69	—
Executive, administrative, and managerial .....	26.50	—	—	27.93	26.71	—
Sales .....	10.92	6.70	—	9.81	8.77	—
Administrative support, including clerical .....	11.64	8.95	12.55	10.98	11.46	—
<b>Blue collar</b> .....	16.70	9.24	18.41	11.52	16.38	16.65
Precision production, craft, and repair .....	19.27	—	20.08	16.80	19.39	—
Machine operators, assemblers, and inspectors .....	17.32	—	—	9.86	17.25	17.96
Transportation and material moving .....	16.36	13.38	17.59	—	15.67	—
Handlers, equipment cleaners, helpers, and laborers .....	11.59	6.81	14.60	7.42	10.81	13.95
<b>Service</b> .....	11.20	5.85	12.32	7.55	9.59	—
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	2.2	6.8	2.0	4.4	2.3	3.9
All excluding sales .....	2.1	7.3	2.0	4.3	2.2	3.2
<b>White collar</b> .....	3.8	8.5	4.1	5.3	3.8	16.7
White-collar excluding sales .....	3.6	7.6	4.2	4.9	3.5	—
Professional specialty and technical .....	3.5	7.5	3.1	5.8	3.4	—
Professional specialty .....	3.5	7.6	2.9	5.7	3.3	—
Technical .....	9.4	4.2	13.1	10.9	8.7	—
Executive, administrative, and managerial .....	7.7	—	—	6.2	8.3	—
Sales .....	15.1	6.6	—	14.1	7.6	—
Administrative support, including clerical .....	3.8	8.1	4.8	4.8	3.7	—
<b>Blue collar</b> .....	2.5	15.5	1.9	7.4	2.9	3.6
Precision production, craft, and repair .....	3.7	—	3.1	10.7	4.1	—
Machine operators, assemblers, and inspectors .....	3.2	—	—	4.3	3.3	3.9
Transportation and material moving .....	4.4	14.0	2.9	—	5.9	—
Handlers, equipment cleaners, helpers, and laborers .....	8.6	6.6	6.2	4.8	9.5	3.7
<b>Service</b> .....	4.9	5.8	6.6	6.0	5.5	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>6</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

**Table 3. Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Youngstown-Warren, OH, April 2000**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations .....	\$15.21	\$11.69	\$16.22	\$11.89	\$20.24
All excluding sales .....	15.55	12.04	16.54	12.07	20.24
White collar .....	16.26	15.01	16.58	13.16	20.93
White-collar excluding sales .....	17.93	18.40	17.84	14.36	20.94
Professional specialty and technical .....	20.19	22.78	19.80	17.70	21.13
Professional specialty .....	21.63	—	21.44	17.24	23.93
Technical .....	17.77	—	16.86	18.42	15.74
Executive, administrative, and managerial .....	26.86	21.30	29.37	28.70	29.56
Sales .....	9.75	7.92	10.62	10.40	—
Administrative support, including clerical .....	10.79	11.04	10.74	10.02	12.28
Blue collar .....	16.48	12.89	17.30	12.28	—
Precision production, craft, and repair .....	19.45	15.37	20.52	16.00	—
Machine operators, assemblers, and inspectors .....	17.28	10.54	—	11.37	—
Transportation and material moving .....	16.15	—	16.76	15.25	—
Handlers, equipment cleaners, helpers, and laborers .....	10.92	8.18	11.59	9.49	15.60
Service .....	7.84	6.24	9.03	7.54	12.21
	Relative error <sup>4</sup> (percent)				
All occupations .....	2.7	8.8	3.1	5.6	2.1
All excluding sales .....	2.5	8.8	2.8	5.2	2.1
White collar .....	5.2	14.8	5.3	7.1	5.8
White-collar excluding sales .....	4.8	10.6	5.3	6.7	5.9
Professional specialty and technical .....	5.0	12.1	4.7	7.7	5.3
Professional specialty .....	5.0	—	5.4	9.3	4.6
Technical .....	9.0	—	7.8	9.7	10.4
Executive, administrative, and managerial .....	10.2	7.7	13.3	9.6	16.8
Sales .....	13.6	11.5	17.6	18.2	—
Administrative support, including clerical .....	4.6	10.6	5.3	7.1	5.8
Blue collar .....	2.7	8.9	2.7	7.0	—
Precision production, craft, and repair .....	3.9	13.2	3.5	5.4	—
Machine operators, assemblers, and inspectors .....	3.2	7.8	—	4.3	—
Transportation and material moving .....	4.6	—	6.5	10.3	—
Handlers, equipment cleaners, helpers, and laborers .....	9.2	7.3	10.3	11.3	10.0
Service .....	5.4	9.7	6.2	2.8	7.4

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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